



Technocraft Industries (India) Limited

Regd. Office: Technocraft House, A-25, Road No. 03, MIDC Industrial Estate,
Andheri (East), Mumbai - 400093, Maharashtra, India

Tel: 022-4098 2222; Fax No. 022-4098 2200; CIN No. L28120MH1992PLC069252

E-mail: investor@technocraftgroup.com ; website: www.technocraftgroup.com

September 04, 2025

To,

National Stock Exchange of India Ltd.

Exchange Plaza,
Bandra Kurla Complex,
Bandra (E),
Mumbai- 400051

BSE Limited

Listing Department
P.J. Towers, 1st Floor,
Dalal Street, Fort,
Mumbai – 400 001

Script Name: THIL

Script Code: 532804

Sub: Business Responsibility and Sustainability Report for the financial year 2024-25

Dear Sir,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2024-25, which forms an integral part of the Annual Report of Technocraft Industries (India) Limited for the financial year 2024-25.

We request you to kindly take the above on record.

Thanking You,

Yours faithfully,

For Technocraft Industries (India) Limited

Neeraj Rai
Company Secretary



TECHNOCRAFT INDUSTRIES (INDIA) LIMITED

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

2024- 2025

ABOUT US



Founded in 1972 by IIT graduates Mr. S. K. Saraf and Mr. S. M. Saraf, Technocraft Industries began as a domestic manufacturer and entered exports in 1977. By 1979, it was recognized as an Export House by the Indian government. The Company initially gained global recognition for its high-precision Drum Closure Products, expanding into markets like the Middle East, USA, and Europe through foreign subsidiaries.



Over the years, Technocraft diversified into steel pipes with the acquisition of Maharashtra Steel Tubes Ltd. and into textiles by launching a 100% Export Oriented Cotton Yarn Division in 1997. It further expanded into garment manufacturing and construction scaffolding systems. With a strong focus on innovation, international reach, and quality, Technocraft has established itself as a key player in precision engineering and textile exports.



Technocraft Industries (India) Ltd. is committed to progressing on its ESG journey and aims to become a more sustainable and responsible corporate citizen. Accordingly, this report presents the Company's BRSR disclosures for the financial year 2024–25, in compliance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. All figures included have been rationalised wherever necessary for clarity and consistency.



In this report, references to 'Technocraft', 'We', 'Our', and 'the Company' denote Technocraft Industries (India) Ltd.



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2024-25

"SECTION A: GENERAL DISCLOSURES"

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L28120MH1992PLC069252						
2.	Name of the Listed Entity	Technocraft Industries (India) Limited						
3.	Year of incorporation	1992						
4.	Registered office address	Technocraft House, A-25, MIDC Road No. 3, Andheri East, Mumbai -400093						
5.	Corporate address	Technocraft House, A-25, MIDC Road No. 3, Andheri East, Mumbai -400093						
6.	E-mail	investor@technocraftgroup.com						
7.	Telephone	+ 91 22 4098 2222						
8.	Website	https://www.technocraftgroup.com/						
9.	Financial year for which reporting is being done	2024-25						
10.	Name of the Stock Exchange(s) where shares are listed	<table border="1" style="width: 100%;"> <thead> <tr> <th style="text-align: left;">Name of the Exchange</th> <th style="text-align: left;">Stock Code</th> </tr> </thead> <tbody> <tr> <td>BSE Ltd.</td> <td>532804</td> </tr> <tr> <td>National Stock Exchange of India Ltd.</td> <td>TIIL</td> </tr> </tbody> </table>	Name of the Exchange	Stock Code	BSE Ltd.	532804	National Stock Exchange of India Ltd.	TIIL
Name of the Exchange	Stock Code							
BSE Ltd.	532804							
National Stock Exchange of India Ltd.	TIIL							
11.	Paid Capital	INR. 22,67,27,980						
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Mr. Neeraj Rai, Company Secretary Email- investor@technocraftgroup.com Tel: + 91 22 4098 2222						
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures in this report are provided on a standalone basis for Technocraft Industries (India) Limited.						
14.	Name of assurance or assessment provider	Not Applicable for the reporting period as per SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.						
15.	Type of assurance or assessment obtained	Not Applicable for the reporting period as per SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.						

II. Products/services

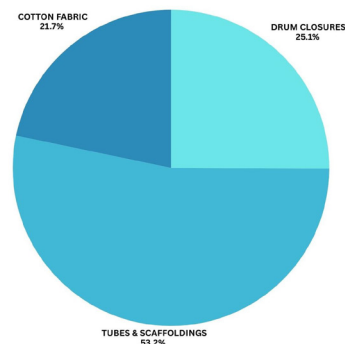
16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacture of Drum Closures, Scaffoldings, Textile	Company is a predominant player in the precision engineering and textile areas.	100.00



17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Manufacturing of Drum Closures	24109, 25999	25.06
2.	Manufacturing of tubes and Scaffoldings	24106	53.21
3.	Manufacture of knitted and crocheted cotton fabrics, Preparation and spinning of cotton fiber, Manufacture of textile garments.	13111, 13911, 14101	21.73



III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	4	1	5
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States & UTs)	22
International (No. of Countries)	80

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Total contribution of exports is 57.52% of the total turnover of the Company.

c. A brief on types of customers:

The Company serves clients operating in the business-to-business (B2B) sector.

IV. Employees





20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1225	1126	91.92	99	8.08
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total employees (D + E)	1225	1126	91.92	99	8.08
WORKERS						
4.	Permanent (F)	445	357	80.22	88	19.78
5.	Other than Permanent (G)	1992	1969	98.85	23	1.15
6.	Total workers (F + G)	2437	2326	95.45	111	4.55

b. Differently abled Employees and workers:

No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total differently abled employees (D + E)	0	0	0.00	0	0.00
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than permanent (G)	0	0	0.00	0	0.00
6.	Total differently abled workers (F + G)	0	0	0.00	0	0.00

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	10	1	10.00
Key Management Personnel*	6	0	0.00

*KMP includes 5 Director/Whole Time Director which are also Board Members.

22. Turnover rate for permanent employees and workers (in percent)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.52	15.81	9.10	19.85	17.05	19.52	31.66	28.88	30.27
Permanent Workers	6.37	9.25	7.07	2.27	4.83	3.09	1.49	1.44	1.47



V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Technosoft Engineering Projects Limited	Subsidiary	84.02	No
2.	Techno Defence Private Limited	Subsidiary	70.00	No
3.	Technocraft Fashions Limited	Subsidiary	100.00	No
4.	Shivale Infra Products Private Limited	Subsidiary	100.00	No
5.	Technocraft Textiles Limited	Subsidiary	100.00	No
6.	Technocraft Formworks Private Limited	Subsidiary	100.00	No
7.	Technocraft Specialty Yarns Limited	Subsidiary	100.00	No
8.	Technocraft Tabla Formwork Systems Pvt Ltd.	Subsidiary	65.00	No
9.	Technocraft Extrusions Private Limited	Subsidiary	100.00	No
10.	BMS Industries Private Limited	Subsidiary	100.00	No

VI. CSR Details

24. (i). Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii). Turnover (in Rs.) : 2,091.24 Crore

(iii). Net worth (in Rs.) : 1,431.11 Crore

VII. Transparency and Disclosures Compliances

25. **Complaints/Grievance on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
	<i>(If Yes, then provide web-link for grievance redress policy)</i>						
Communities	Yes. The grievance can be raised on: https://technocraftgroup.com/ContactUs.aspx	0	0	NA	0	0	NA
Investors (other than shareholders)	Not Applicable	NA	NA	NA	NA	NA	NA



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2024-25			FY 2023-24		
Shareholders	Yes. SEBI specified mechanism of SCORES is available at https://scores.gov.in Additionally, Shareholders can write to RTA & Stock Exchanges & to the Company at investor@technocraftgroup.com	3	0	The complaints were promptly resolved	0	0	NA
Employees and workers	Yes. The grievance can be raised on: https://technocraftgroup.com/ContactUs.aspx Additionally, HR can be approached for any grievances	0	0	NA	0	0	NA
Customers	Yes. The grievance can be raised on: https://technocraftgroup.com/ContactUs.aspx	34	0	The complaints were promptly resolved	0	0	NA
Value Chain Partners	Yes. The grievance can be raised on: https://technocraftgroup.com/ContactUs.aspx	0	0	NA	0	0	NA

26. Overview of the entity’s material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications¹.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative)
1	Energy Management	Risk	Energy management for Technocraft Industries (India) Ltd. presents a materiality risk primarily associated with cost structure and regulatory compliance. The significant dependency on purchased electricity and fuels introduces exposure to price volatility and potential supply disruptions, which could affect production costs and operational efficiency. Furthermore, the energy mix, including grid-sourced, on-site	The Company is actively working to manage the risks related to energy use, such as rising costs and changing regulations. While the company still depends on purchased electricity and fuel, it has started using renewable energy, including a rooftop solar system that generates over 200,000 kWh each year. It has also made technical improvements like installing energy-saving devices, upgrading boilers, and automating	Negative *There was no negative financial impact for the reporting year 2024-25



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative)
			generated, and alternative energy, has implications for the company's carbon footprint and compliance with environmental regulations. Non-adherence to energy efficiency standards and climate-related policies may result in regulatory penalties and reputational risks.	some processes to use less electricity and lower emissions. These steps help reduce costs, improve efficiency, and ensure the company follows environmental rules, all while supporting its goal of running more sustainably.	
2	Workplace Health & Safety	Risk	As a Company in industrial machinery manufacturing sector inherently involves exposure to heavy machinery, electrical hazards, and moving equipment, which present significant health and safety risks. Failure to mitigate these risks can result in workplace incidents, legal liabilities, and operational disruptions, directly impacting financial stability and company reputation. To address this, a robust safety management system, including incident reporting, risk assessment, and safety training, must be implemented and maintained. Prioritizing workforce health and safety not only aligns with international regulatory standards but also enhances employee well-being, reduces healthcare costs, and fosters productivity, contributing to long-term organizational resilience.	At Technocraft Industries (India) Ltd., ensuring a safe work environment is a top priority, given the nature of its operations. The company operates in a setting where workers regularly interact with complex equipment and machinery, making proactive safety measures essential. To create a culture of safety, the company has introduced structured systems for monitoring risks, training employees, and responding quickly to any incidents. These efforts not only protect the workforce but also help avoid operational delays and legal issues. By investing in health and safety, Technocraft supports employee morale, meets global standards, and strengthens its long-term business performance.	Negative *There was no negative financial impact for the reporting year 2024-25
3	Fuel Economy & Emissions in Use-phase	Risk	The evaluation of fuel economy and emissions during the use phase for Technocraft Industries (India) Ltd. highlights a crucial area of material risk. Given that industrial machinery and goods are often powered by fossil fuels, there is a substantial risk of greenhouse gas (GHG) emissions and other air pollutants, directly impacting environmental sustainability and regulatory compliance. With growing	Technocraft Industries (India) Ltd. is taking active steps to reduce fuel use and emissions from its machinery during their use. The company is improving product efficiency through design changes and technical upgrades like installing VFDs, optimizing boilers, and lowering energy use per unit. It is also investing in renewable energy, including a rooftop solar installation that helps	Negative *There was no negative financial impact for the reporting year 2024-25

¹ Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at <https://sasb.ifrs.org/> on 24th April, 2025 at 14:07 IST.



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative)
			global and local regulations aiming to minimize carbon footprints, the ability to produce energy-efficient and low-emission products is not only a compliance requirement but a market-driven demand. Failure to address these concerns could expose Technocraft Industries to risks such as regulatory fines, decreased market competitiveness, and reputational damage.	offset some of its energy needs with clean power. These actions reduce greenhouse gas emissions and support cleaner operations.	
4	Materials Sourcing	Risk	For Technocraft Industries (India) Ltd., material sourcing presents a significant risk due to dependency on critical raw materials with limited global sources. The industrial machinery sector heavily relies on specific materials that often lack substitutes and are sourced from geopolitically sensitive regions. This dependency exposes the company to supply chain disruptions, price volatility, and competitive pressures driven by increasing global demand.	The Company is committed to reducing its reliance on critical raw materials by actively exploring alternative inputs and diversifying its supplier base. By creating a more resilient and adaptive supply chain, it seeks to minimise the risk of disruptions and manage exposure to price volatility.	<p>Negative</p> <p>*There was no negative financial impact for the reporting year 2024-25</p>
5.	Remanufacturing design and services	Opportunity	The adoption of remanufacturing design and services presents a substantial opportunity for sustainable growth and resource efficiency. Remanufacturing allows for the reuse of industrial machinery components, significantly reducing the need for raw materials like steel, iron, aluminum, and plastics. This approach contributes to material efficiency and cost reduction, thereby mitigating materiality risks associated with raw material scarcity and volatile prices. Furthermore, remanufactured products open new sales channels and extend product lifecycles, supporting circular economy principles. By integrating remanufacturing in its operations, the Company can enhance its environmental performance while driving economic benefits and aligning with global sustainability practices.	NA	Positive



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section outlines the governance structures, policies, and processes established by the Company to embed the principles and core elements of the National Guidelines on Responsible Business Conduct (NGRBC) into its operations. The disclosures are intended to reflect the Company's commitment to responsible business practices, as guided by the NGRBC framework.



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available									

S. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1	Whistle Blower Policy	https://www.technocraftgroup.com/wp-content/uploads/2024/07/Whistle-Blower-Policy.pdf	P1
2	Code of Practice and Procedures for Fair Disclosure of UPSI	https://www.technocraftgroup.com/wp-content/uploads/2024/07/Code-Of-Practices-And-Procedures-For-Fair-Disclosure-Of-UPSI.pdf	P1
3	Policy on Board Diversity	Available on Intranet	P1
4	Anti-Money Laundering and Combating terrorism Policy	Available on Intranet	P1
5	Policy for determining "Material" Subsidiary Companies	https://www.technocraftgroup.com/wp-content/uploads/2024/07/Policy-For-Determining-Material-Subsidiary-Companies.pdf	P1
6	Archival Policy	https://www.technocraftgroup.com/wp-content/uploads/2024/07/Archival-Policy-TIIL.pdf	P1
7	Preservation Policy	https://www.technocraftgroup.com/wp-content/uploads/2024/07/Preservation-Policy-TIIL.pdf	P1, P9
8	Policy on Determination of Materiality ²	https://www.technocraftgroup.com/wp-content/uploads/2024/07/Policy-on-Determination-of-Materiality-Reg.-30.pdf	P1
9	Policy on Related Party Transactions	https://www.technocraftgroup.com/wp-content/uploads/2024/07/Policy-On-Related-Party-Transactions.pdf	P1, P7

² Amended in accordance with Regulation 23 of the SEBI (LODR) Regulations, as per the Third Amendment notified on 12th December 2024.



S. No.	Name of policy	Link to Policy	Which Principles each policies goes into
10	Code of Conduct for listed company for regulating, monitoring and reporting of Trading by Designated Person	https://www.technocraftgroup.com/wp-content/uploads/2024/07/Code-Of-Conduct-For-Trading-By-Designated-Person.pdf	P1, P4, P7
11	Anti-Bribery and Anti-Corruption Policy	Available on Intranet	P1, P7
12	Risk Management Policy	Available on Intranet	P1, P6
13	Code of Conduct of Board of Directors and Senior Management	https://www.technocraftgroup.com/wp-content/uploads/2024/07/Code-of-Conduct-BoD.pdf	P1, P4
14	Non-discrimination policy	Available on Intranet	P5
15	Supplier Code of Conduct	Available on Intranet	P2, P8
16	HR policy Manual	Available on Intranet	P3, P5
17	Dividend Distribution Policy	https://www.technocraftgroup.com/wp-content/uploads/2024/07/Dividend_Distribution_Policy_TILL.pdf	P4
18	Remuneration Policy for directors, KMP and other employee	https://www.technocraftgroup.com/wp-content/uploads/2024/07/Remuneration-Policy.pdf	P5
19	Corporate Social Responsibility (CSR) Policy	https://www.technocraftgroup.com/wp-content/uploads/2024/07/Corporate-Social-Responsibility-CSR-Policy.pdf	P4, P8
20	Grievance Redressal Policy	Available on Intranet	P3, P5
21	Child Labour	Available on Intranet	P5
22	Prevention of Sexual Harassment Policy	Available on Intranet	P5
23	Cyber Security and Data Privacy Policy	Available on Intranet	P9
24	Working hours policy	Available on Intranet	P3
25	Policy on Health and Safety principles	Available on Intranet	P3
26	Policy on Prohibition of force/bonded labour	Available on Intranet	P5
27	Employee Grievance redressal Policy	Available on Intranet	P1, P3, P5



2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No								
4.	<p>Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</p>	<p>The Company has following certifications:</p> <ol style="list-style-type: none"> 1. <u>Textile Division</u> <ol style="list-style-type: none"> a. Murbad <ul style="list-style-type: none"> • ISO 9001:2015 – Quality Management System • ISO 14001:2015 – Environmental Management System • ISO 45001:2018 – Occupational Health & Safety • Supplier Ethical Data Exchange (SEDEX) • Global Organic Textile Standard (GOTS) • Covers Organic and Non Organic Textile Certificate (OEKO TEX) • Higg Facility Environmental Module (HIGG – FEM) b. Amravati <ul style="list-style-type: none"> • ISO 9001:2015 – Quality Management System • ISO 14001:2015 – Environmental Management System • ISO 45001:2018 – Occupational Health & Safety • Global Organic Textile Standard (GOTS) • Covers Organic and Non Organic Textile Certificate (OEKO TEX) • Better Cotton Initiative (BCI) • Organic Content Standard (OCS) 2. <u>Drum Division</u> <ol style="list-style-type: none"> a. Murbad <ul style="list-style-type: none"> • ISO 9001:2015 – Quality Management System • ISO 14001:2015 – Environmental Management System • ISO 45001:2018 – Occupational Health & Safety • Certificate of Approval of Japanese Industrial Standards (CEIN15001) 3. <u>Pipe Division</u> <ol style="list-style-type: none"> a. Murbad <ul style="list-style-type: none"> • ISO 9001:2015 – Quality Management System • EN 1090-2:2018 & EN 1090-2:2019 – Welding Certificate • ISO 3834-2:2021 - Manufacture of Scaffolds and their accessories 								
5.	<p>Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>As a responsible corporate entity and global citizen, the Company acknowledges the critical importance of embracing innovative and forward-looking approaches to drive sustainable progress. We understand that sustainability is not only essential to the long-term resilience and growth of our business, but also integral to the well-being of our planet.</p>								
6.	<p>Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>Recognizing the influence and scale of our operations, we are committed to leveraging our position to foster positive environmental and social impact. Our approach is anchored in a clear vision to set ambitious, measurable targets and consistently deliver on them as part of our continued journey toward excellence in Environmental, Social, and Governance (ESG) performance.</p> <p>Through this commitment, we aim to create lasting value for our stakeholders while contributing meaningfully to a more sustainable and equitable future.</p>								



Governance, leadership and oversight	
7.	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</p> <p><i>The evolving transition toward more sustainable lifestyles is significantly influencing consumer behavior and reshaping industry dynamics—including our own. In today’s competitive landscape, the inclusion of innovative products calls for continuous improvement in quality, alongside a strong emphasis on reducing carbon footprints. While financial performance remains important, non-financial dimensions such as environmental responsibility and social impact have become equally vital in achieving holistic and sustainable business growth.</i></p> <p><i>This shift highlights the growing need to formally integrate and adhere to Environment, Social, and Governance (ESG) best practices, ensuring that sustainability is embedded across all facets of business strategy.</i></p> <p><i>Looking ahead, the Company is committed to strengthening its sustainability agenda by actively working to reduce emissions, enhance resource efficiency, optimize operational processes, and prioritize energy conservation. In parallel, a comprehensive digital transformation will be adopted to augment existing practices and drive long-term value creation through innovation and responsibility.</i></p> <p>– Dr. Sharad Kumar Saraf</p>
8.	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p> <p>Dr. Sharad Kumar Saraf, Managing Director, DIN: 00035843</p>
9.	<p>Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</p> <p>At present, either the Board of Directors, Risk Management Committee, or the Audit Committee takes the decision-making on sustainability-related issues.</p>

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was under taken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Board of Directors, along with relevant committees such as the Nomination and Remuneration Committee, Risk Management Committee, and Audit Committee, is responsible for overseeing the implementation of key policies. These bodies periodically evaluate the effectiveness and alignment of the policies with regulatory requirements and organizational objectives, and take appropriate follow-up actions where necessary.									Annually, or as required								



Subject for Review	Indicate whether review was under taken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has not experienced any instances of material non-compliance. Any operational challenges that arise are quickly identified and effectively addressed to ensure the smooth continuity of business operations. Each department head holds responsibility for overseeing compliance within their respective areas, ensuring strict adherence to all applicable regulations and internal corporate policies.									Quarterly, or as required								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes, Dhir & Dhir Associates, an eminent legal firm, conducted an evaluation to assess the implementation and effectiveness of policies. The evaluation primarily focused on the efficacy of policy execution. Moreover, the policies undergo periodic evaluations and revisions led by department heads and business heads, followed by approval from the management or board. It is important to mention that internal auditors and regulatory bodies may review the processes and compliance measures, as necessary								

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	N/A								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									

PRINCIPLE 1

MAINTAIN HIGH ETHICAL STANDARDS





SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.



Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	Fire drill, Cyber Security	100.00
Key Managerial Personnel	2	Fire drill, Cyber Security	100.00
Employees other than BoD and KMPs	209	A wide range of trainings were conducted covering fire safety, chemical management, machine and electrical safety, and general workplace safety practices. Environmental topics included waste management and energy conservation. Health-related trainings focused on first aid, hygiene (especially for women employees), and overall safety awareness. The sessions also addressed compliance areas such as human rights, grievance redressal, child labour policies, and roles and responsibilities. Additionally, technical and operational efficiency was enhanced through quality management, production improvement, and process-based trainings. Behavioural skills, cybersecurity, IMS, and Microsoft tools training were also part of the overall training program.	99.00
Workers	220	A wide range of trainings were conducted covering fire safety, chemical management, machine and electrical safety, and general workplace safety practices. Environmental topics included waste management and energy conservation. Health-related trainings focused on first aid, hygiene (especially for women employees), and overall safety awareness. The sessions also addressed compliance areas such as human rights, grievance redressal, child labour policies, and roles and responsibilities. Additionally, technical and operational efficiency was enhanced through quality management, production improvement, and process-based trainings. Behavioural skills, cybersecurity, IMS, and Microsoft tools training were also part of the overall training program.	78.00



2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)

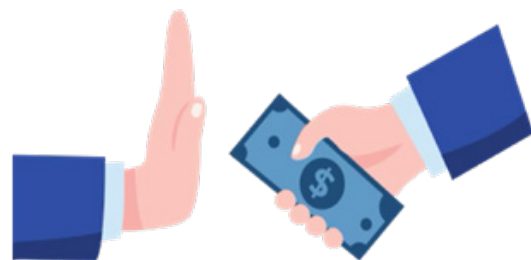
Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Directors/ KMPs have not been subjected to any thresholds of the materiality policy ³ to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.				
Settlement					
Compounding Fee					
Non-Monetary					
Imprisonment	Directors/ KMPs have not been subjected to any thresholds of the materiality policy ⁴ to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.				
Punishment					

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
NIL	NIL

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the Company is firmly committed to conducting its business operations with the highest standards of integrity and in full compliance with all applicable laws and regulations. This commitment is reflected in the Code of Business Conduct and Ethics, which requires all employees, officers, and representatives to adhere strictly to Company policies and legal obligations.



In line with this, the Company has implemented a comprehensive Anti-Bribery and Anti-Corruption (ABAC) Policy, which is readily accessible to all employees through internal communication platforms. This policy outlines clear guidelines and expectations to prevent bribery and corruption in all forms, reinforcing the Company's dedication to ethical and transparent business practices.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2024-25	FY 2023-24
Directors	No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against any of our Directors/ KMPs/ employees/ workers.	
KMPs		
Employees		
Workers		

³ The Company, pursuant to the 12th December 2024 changes prescribed by LODR third amendment w.r.t to materiality threshold of fines & penalties, as per regulation XXXVIII (i)(a)(6), has been adopted under the materiality policy in Q4 of FY 24-25.

⁴ The Company, pursuant to the 12th December 2024 changes prescribed by LODR third amendment w.r.t to materiality threshold of fines & penalties, as per regulation XXXVIII (i)(a)(6), has been adopted under the materiality policy in Q4 of FY 24-25.



6. Details of complaints with regard to conflict of interest:

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines / penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

During the reporting year, there were no cases of corruption or conflicts of interest that required intervention from regulators, law enforcement agencies, or judicial bodies.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format⁵ :

	FY 2024-25	FY 2023-24
Number of days of accounts payables	33.07	42.37

9. Open-ness of Business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format⁶ :

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	NIL	NIL
	b. Number of trading houses where purchases and made from	NIL	NIL
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NIL	NIL
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	NIL	NIL
	b. Number of dealers/distributors to whom sales are made	NIL	NIL
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	NIL	NIL
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	11.88	8.62
	b. Sales (Sales to related parties/Total Sales)	26.1 H	27.33
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	98.87	56.60
	d. Investments (Investments in related parties/ Total Investments made)	50.96	64.78

⁵ The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.

⁶ The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.



Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
The Company's ethics policies have been shared with all our value partners via email. However, no formal awareness programs were conducted during the reporting period.		

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No). If Yes, provide details of the same.

Yes, the Company upholds a robust process to prevent conflicts of interest and complies with the Code of Conduct for Directors and Senior Management Policy. These policies provide clear guidelines and mechanisms to address any current or potential conflicts of interest. Board members are required to submit declarations to the Company, disclosing any personal interests they may have.

For more details, please refer to the following link:

<https://www.technocraftgroup.com/wp-content/uploads/2024/07/Code-of-Conduct-BoD.pdf>



PRINCIPLE 2

PROVIDE GOODS AND SERVICES IN A SAFE AND SUSTAINABLE MANNER





PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe



Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	2024-25	2023-24	Details of Improvements in environmental and social impacts
R&D	0.00	0.00	Nil
Capex	0.00	0.00	Nil

*Note: R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes is not separately monitored for both the reporting years. Hence, the data is not quantifiable.

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, the Company collaborates solely with vendors who adhere to all statutory regulations, and their performance is assessed based on both environmental and social impact.

- b. **If yes, what percentage of inputs were sourced sustainably?**

Although the Company has not yet conducted a formal assessment of the exact percentage of sustainable sourcing, it plans to implement a mechanism for evaluating this in the future. The Company is committed to sourcing its raw materials in a sustainable manner to the greatest extent possible.



3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

As specified in Leadership Indicator 4, certain plastic packaging is reused. However, no reclamation of our products takes place. For the disposal of other plastic waste, e-waste, and hazardous waste, we have engaged authorized third parties.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Extended Producer Responsibility (EPR) is not applicable to the Company.



Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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Although, the Company has not conducted LCA for FY 24-25, it was assessed by DQS Limited for Bridges and bridge sections, towers and lattice masts of aluminium (CN Code: 76109010) and Equipment for scaffolding, shuttering, propping or pit-propping (CN Code: 73084000) within the reporting period 1st Jan 2025 to 31st March 2025 with total specific embedded emission (TCO_{2e}/T) as 9.299 and 2.986 respectively. This was done for Pipe Division solely.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/ Service	Description of the risk/ concern	Action Taken
Nil		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Recycled Fiber	Not ascertainable	Not ascertainable
Cotton Noil Waste	Not ascertainable	Not ascertainable

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable			Not Applicable		
E-waste						
Hazardous Waste						
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category
Not Applicable	

PRINCIPLE 3

**BUSINESSES SHOULD
RESPECT AND PROMOTE
THE WELL-BEING OF
ALL EMPLOYEES**





PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains



Essential Indicators

1. a. Details of measures for the well-being of employees:

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1126	613	54.44	1126	100.00	0	0	0	0.00	210	18.65
Female	99	73	73.74	99	100.00	99	100.00	0	0.00	3	3.03
Total*	1225	686	56.00	1225	100.00	99	100.00	0	0.00	213	17.39
Other than Permanent Employees											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

* Percentage of (D) – Maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dt. May 10, 2024

b. Details of measures for the well-being of workers:

% of Workers covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	357	214	59.94	221	61.90	0	0.00	0	0.00	106	29.69
Female	88	4	4.55	4	4.55	88	100.00	0	0.00	4	4.55
Total	445	218	48.99	225	50.56	88	100.00	0	0.00	110	24.72
Other than Permanent Workers											
Male	1969	0	0.00	1619	82.22	0	0.00	0	0.00	382	19.40
Female	23	0	0.00	0	0.00	23	100.00	0	0.00	23	100.00
Total*	1992	0	0.00	1619	81.28	23	100.00	0	0.00	405	20.33

* Percentage of (D) – Maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dt. May 10, 2024



- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format⁷:

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.031	0.032

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	85.06	95.45	Y	85.96	93.70	Y
Gratuity	95.35	12.72	N.A	95.61	6.21	N.A
ESI	12.24	85.35	Y	33.88	82.93	Y

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard

Yes, the Company has implemented the necessary measures. The premises are equipped with ramps, lift facilities, and wheelchair-accessible entrances to ensure ease of access for persons with disabilities.



4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company upholds the principle of equal opportunity in the workplace and is committed to providing a non-discriminatory environment, irrespective of age, gender, caste, race, or color. While a formal equal opportunity policy is not currently in place, plans are underway to develop and implement one in the near future.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil

Note: None of our employees/workers were on a maternity leave in the years considered for this disclosure.

⁷ The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, employees and workers have the option to approach the department head, HR head, and can raise their concerns with the Company's Works Committee and Grievance Committee. Additionally, an Internal Complaints Committee, constituted in accordance with the provisions of the POSH Act, is in place to address complaints related to sexual harassment.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1225	109	8.90	1275	103	8.08
Male	1126	101	8.97	1160	99	8.53
Female	99	8	8.08	115	4	3.48
Total Permanent Worker	445	235	52.81	370	142	38.38
Male	357	231	64.71	284	142	50.00
Female	88	4	4.55	86	0	0.00

8. Details of training given to employees and workers:

	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1126	824	73.18	403	35.79	1160	975	84.05	601	51.81
Female	99	37	37.37	70	70.71	115	47	40.87	5	4.35
Total	1225	861	70.29	473	38.61	1275	1022	80.16	606	47.53
Workers										
Male	2326	2326	100.00	189	8.13	2175	1971	90.62	613	28.18
Female	111	91	81.98	84	75.68	110	22	20.00	22	20.00
Total	2437	2417	99.18	273	11.20	2285	1993	87.22	635	27.79

9. Details of performance and career development reviews of employees and worker:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1126	613	54.44	1160	365	31.47
Female	99	73	73.74	115	77	66.96
Total	1225	686	56.00	1275	442	34.67



Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Workers						
Male	2326	88	3.78	2175	0	0.00
Female	111	0	0.00	110	0	0.00
Total	2437	88	3.61	2285	0	0.00

Note: The percentage only reflects the number of Employees that were in the appraisal cycle in the financial year.

10. Health and safety management system:



a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, the Company is committed to minimizing the risk of workplace incidents and fostering a safe and secure work environment. Emphasizing occupational safety, the Company actively identifies and mitigates workplace hazards. It holds ISO 45001:2015 certification for Occupational Health and Safety Management Systems from TUV for its Murbad, Amravati, and Drum units, ensuring adherence to all relevant standards and regulations.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company conducts monthly review meetings led by Key Management Personnel (KMPs) to address and promptly resolve work-related hazards and concerns. In addition, a structured Hazard Identification and Risk Assessment (HIRA) system has been implemented, through which potential risks are systematically evaluated and mitigated in accordance with defined procedures.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, the Company has implemented a comprehensive Hazard Identification and Risk Assessment (HIRA) system. Workers are trained to recognize workplace hazards and promptly report any emergencies. The system involves identifying and mapping hazards specific to each zone and activity, along with outlining precautionary measures to ensure effective risk mitigation and workplace safety.



d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, the Company has established a partnership with a local hospital to provide healthcare services to its employees and workers. In addition, annual health check-ups are conducted to ensure the well-being of all employees and workers.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The Company provides Personal Protective Equipment (PPE) to employees to minimize exposure to hazards that could result in serious workplace injuries or illnesses. Additionally, regular machine audits are carried out to proactively enhance workplace safety and maintain a secure working environment to the greatest extent possible.

13. Number of Complaints on the following made by employees and workers:

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	No complaints of this nature were reported or identified during the reporting year			No complaints of this nature were reported or identified during the reporting year.		
Health & Safety						

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00
Working Conditions	100.00

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

No incidents of this nature were identified during the reporting year.



Leadership Indicators

- 1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, the Company's workforce, below the statutory threshold, is covered under the Employee State Insurance Corporation (ESIC). Additionally, the Company has accident and medical insurance policies in place to provide coverage for all employees and workers not covered by ESIC. In the event of a fatality, the Company adheres to the workmen's compensation mechanism as prescribed by law.



- 2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

The Company monitors and accounts for the TDS deducted and deposited by our customers (value chain partners). Additionally, all contractors are required to submit relevant statutory documentation. As contractees, we hold responsibility for ensuring contractors' compliance with PF and ESIC payments, and a defined process is followed to ensure adherence to these statutory obligations.

- 3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	NIL	NIL	NIL
Workers				

- 4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

The Company did not implement any such programs during the reporting period.

- 5. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	NIL
Working Conditions	NIL

- 6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

Not Applicable.

PRINCIPLE 4

**BUSINESSES SHOULD
RESPECT THE INTERESTS
OF AND BE RESPONSIVE
TO ALL THEIR
STAKEHOLDERS**





PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders



Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company recognizes that its primary stakeholders include individuals, groups, or institutions that add value to its operations. Through a stakeholder mapping process, key stakeholders such as shareholders, employees, workers, and customers have been identified. The Company appreciates the importance of these stakeholders in its sustainability journey and is committed to engaging and collaborating with them effectively to enhance the overall value and success of the business.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email / SMS	Monthly/ Quarterly/ Periodically need basis (at sales/ service times)	Product related information
Government/ Competent Authorities	No	Through returns / filings / submissions etc.	Periodically	For completing statutory compliance requirements
Employees	No	Email/ Meetings/ Newspaper publications	Annually	Financial results & statutory matters; Communication about business details
Suppliers	No	In person/ Email/ SMS/ meetings/ Notice Board/ HR Portal	Continued engagement/ Daily/ Monthly/ Need basis	Employee connect session/ Health and Wellness
Investors & funders	No	Email/ Calls, Meetings	Monthly/ Need basis	Follow up w.r.t order delivery and other deliverables
Communities	Yes	Email, Meetings	Periodically	Business Operations



Leadership Indicators

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The Company routinely holds meetings with various stakeholders to discuss different aspects of its business operations and address governance, social, and environmental challenges. To ensure a thorough review and careful evaluation, the Company also engages consultants. The resulting analysis report is reviewed by management before being presented to the Board, as necessary.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, the Board offers guidance to the management on actions to be taken concerning the mentioned subjects and recommends integrating these actions into existing policies or developing new ones as needed, based on discussions between the Board and management.

- 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

No incidents were identified during the reporting period.



PRINCIPLE 5

**BUSINESSES SHOULD
RESPECT AND PROMOTE
HUMAN RIGHTS**





PRINCIPLE 5: Businesses should respect and promote human rights



Essentials Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1225	1225	100.00	1275	1275	100.00
Other than permanent	0	0	0.00	0	0	0.00
Total Employees	1225	1225	100.00	1275	1275	100.00
Workers						
Permanent	445	445	100.00	370	370	100.00
Other than permanent	1992	1992	100.00	1915	1564	81.67
Total Workers	2437	2437	100.00	2285	1934	84.64

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2024-25					2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1225	0	0.00	1225	100.00	1275	12	0.94	1263	99.06
Male	1126	0	0.00	1126	100.00	1160	9	0.78	1151	99.22
Female	99	0	0.00	99	100.00	115	3	2.61	112	97.39
Other than Permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	445	199	44.72	246	55.28	370	5	1.35	365	98.65
Male	357	115	32.21	242	67.79	284	5	1.76	279	98.24
Female	88	84	95.45	4	4.55	86	0	0.00	86	100.00
Other than Permanent	1992	217	10.89	1775	89.11	1915	838	43.76	1077	56.24



Category	FY 2024-25				2023-24					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Male	1969	200	10.16	1769	89.84	1891	814	43.05	1077	56.95
Female	23	17	73.91	6	26.09	24	24	100.00	0	0.00

3. Details of remuneration/salary/wages, in the following format:

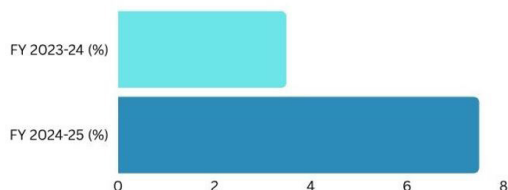
a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)*	5	1,46,40,000	0	NIL
Key Managerial Personnel\$	6	14,64,000	0	NIL
Employees other than BoD and KMP	1044	5,35,980	99	4,79,617
Workers	438	4,71,816	78	2,41,458

*This category covers only salaried directors and excludes Non-Executive Directors who receive sitting fees.

\$ This category includes the KMPs, which are part of Board of Directors category.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format⁸ :



	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	7.5	3.5

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Head of Department, along with the Heads of all plants and the Head Office, holds responsibility for addressing all matters related to human rights.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues

The Company operates an Employee-Worker Participation Committee, which is responsible for addressing and resolving concerns or grievances related to human rights. This committee ensures that all complaints are handled with due consideration, safeguarding the privacy of employees and workers, and are resolved within the specified period.



⁸ The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.



6. Number of Complaints on the following made by employees and workers:

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	0	0	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/ Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other Human Rights related issues	0	0	Nil	0	0	Nil

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format⁹ :

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0.00	0.00
Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases

The Company is dedicated to creating a safe and supportive work environment for its employees. Through its Whistle-blower and POSH Policies, the Company protects the identity of individuals raising grievances and ensures that their employment remains unaffected.

9. Do human rights requirements form part of your business agreements and contracts?

Currently, while there is no formal process for including human rights-related clauses in our business agreements, the Company is in the process of updating its standard agreement templates to incorporate such provisions. This initiative extends to situations where the Company does not use its standard templates, ensuring that human rights considerations are integrated into all business agreements.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100.00
Forced/involuntary labour	100.00
Sexual Harassment	100.00
Discrimination at workplace	100.00
Wages	100.00

⁹ The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Not applicable, as no incidents of this nature were identified during the reporting year.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints

The Company is committed to updating its processes as needed. However, there was no urgent need for process changes during the reporting period, and as a result, no modifications were made.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

The Company did not conduct any human rights due diligence during the year.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the Company's offices and plants are designed to be accessible to visitors with disabilities. This includes ramps, lift facilities, and wheelchair-accessible entrances.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour / Involuntary Labour	Nil
Wages	Nil

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

No incidents of this nature were identified during the reporting year.

PRINCIPLE 6

**BUSINESSES SHOULD
RESPECT, PROTECT AND
RESTORE AND ENVIRONMENT**





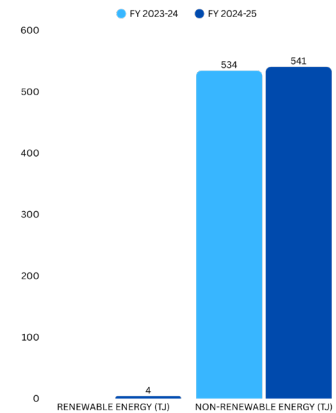
PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment



Essential Indicators

1. Details of total energy consumption (in Gigajoules) and energy intensity, in the following format¹⁰ :

Parameter	FY 2024-25 (In Gigajoules)	FY 2023-24 (In Gigajoules)
From renewable sources		
Total electricity consumption (A)	4392.96	0.00
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total Energy consumption from renewable sources (A+B+C)	4392.96	0.00



Parameter	FY 2024-25 (In Gigajoules)	FY 2023-24 (In Gigajoules)
From non-renewable sources		
Total electricity consumption (D)	2,46,927.57	2,15,612.61
Total fuel consumption (E)	2,89,383.36	3,18,633.59
Energy consumption through other sources (F)	0.00	0.00
Total Energy consumption from non-renewable sources (D+E+F)	5,36,310.93	5,34,246.20
Total energy consumed (A+B+C+D+E+F)	5,40,703.89	5,34,246.20
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations) – GJ/Rupees	0.000026	0.000033
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) – GJ/USD ¹¹	0.00053	0.00073
Energy intensity in terms of physical output* – GJ/MT	11.27	9.45
Energy intensity (optional) – the relevant metric may be selected by the entity – GJ/employee	441.39	419.02

¹⁰ The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.

¹¹ The above calculations are in accordance with Part A, Section 1(l) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.



*Production output has been taken of all the units except Drum for FY 23-24 and FY 24-25.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any**

Our facilities at Technocraft Industries Ltd. are not included within the ambit of the Perform, Achieve, and Trade (PAT) Scheme initiated by the Government of India.

3. **Provide details of the following disclosures related to water, in the following format ¹² :**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	4,62,385.00	4,23,230.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,62,385.00	4,23,230.00
Total volume of water consumption (in kilolitres)	4,62,085.00	4,22,570.00
Water intensity per rupee of turnover (Water consumed / Revenue from operations) – KL/Rupees	0.000022	0.000026
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) – KL/USD¹³	0.00046	0.00058
Water intensity in terms of physical output* – KL/MT	9.63	7.47
Water intensity (optional) – the relevant metric may be selected by the entity – KL/employee	377.21	331.43

*Production output has been taken of all the units except Drum for FY 23-24 and FY 24-25.

¹² The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹³ The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

4. Provide the following details related to water discharged

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0.00	0.00
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	0.00	0.00
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	0.00	0.00
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment	300.00	660.00
- With treatment – please specify level of treatment		
(v) Others	0.00	0.00
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	300.00	660.00

*Due to the successful implementation of Zero liquid Discharge in Drum, Textile and Pipe, there is no water discharge. The water discharge shown in the table, is only from the Head office.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, Zero Liquid Discharge (ZLD) strategies have been effectively implemented across various divisions including Drum, Textile, and Pipe. This initiative underscores the company's commitment to sustainable practices and environmental stewardship.

Moreover, the company has strategically deployed a range of cutting-edge treatment technologies including RO-1, RO-2, RO-3, Nano, STP, ETP, and MEE Plant. These installations represent a comprehensive approach to wastewater management, reflecting the organization's proactive stance towards resource conservation and pollution mitigation.

In particular, our provision of a comprehensive Effluent Treatment Plant (ETP) for the treatment of industrial effluents encompasses primary, secondary, and tertiary treatment processes, augmented by ultra-filtration and a sophisticated 4-stage Reverse Osmosis (RO) system. The utilization of Reverse Osmosis permeate for utility purposes marks a pivotal achievement in realizing ZLD objectives within the industry. Notably, RO





rejects undergo further treatment through Advanced Thermal Fluidized Bed Dryer (ATFD) and Mechanical Vapor Recompression (MVR) Evaporator (MEE) plants, ensuring minimal waste and maximizing resource recovery.

Additionally, our implementation of Sewage Treatment Plants (STPs) for domestic effluent treatment demonstrates a holistic approach to water management. The treated water from these plants finds purposeful reuse in land irrigation, contributing to sustainable landscaping practices and reducing reliance on freshwater resources.

In summary, the integration of advanced treatment technologies and holistic wastewater management strategies exemplify the company's proactive efforts towards achieving environmental sustainability and regulatory compliance across its operations.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	mg/m3	70.12	40.35
SOx	mg/m3	644.64	339.65
Particulate matter (PM)	mg/m3	411.98	318.07
Persistent organic pollutants (POP)	-		
Volatile organic compounds (VOC)	-		
Hazardous air pollutants (HAP)	-		
Others – HCL	mg/m3	60.80	60.40
Others – Acid Mist	mg/m3	122.05	-

*The installation of the MEE boiler in the Drum Division during FY 2024–25 has led to a relative increase in SOx and particulate matter emissions compared to the levels recorded in FY 2023–24.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The external assessment for the Pipe and Drum divisions is carried out by M/S Aeroclean Associates. In the Textiles unit, the assessment is jointly conducted by M/S Aeroclean Associates and M/S Sadekar Enviro Engineering Pvt. Ltd.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format¹⁴ :

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	23,673.09	26,089.37
Total Scope 2 emissions ¹⁵ (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	49,865.65	42,882.95
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/ Rupees	0.0000035	0.0000042
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) ¹⁶ (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/ USD	0.000073	0.00009



Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 and Scope 2 emissions intensity in terms of physical output ¹⁷	<i>Metric tonnes of CO2 equivalent/ MT</i>	1.53	1.22
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	<i>Metric tonnes of CO2 equivalent/ employee</i>	60.03	54.10

*Production output has been taken of all the units except Drum for FY 23-24 and FY 24-25.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

- Modification of the 8 T boiler furnace: By resizing the burner and combustion chamber to match the actual steam load (4,500 kg/h), coal use dropped by 570 kg/day and auxiliary power by 40 kWh/day—cutting year-round CO₂ emissions in proportion to those fuel and electricity savings.
- Air-compressor flow control retrofit: Installing a 24 VDC solenoid valve to isolate the photo-cell cleaning line when idle eliminated continuous free-air purge, saving 3,162 kWh/month of compressed-air energy and correspondingly reducing CO₂ emissions from power generation.
- VFD on the 4 T boiler induced-draft fan: Replacing uncontrolled full-speed fan operation with a variable-frequency drive reduced fan power draw from 575 kWh/day to 380 kWh/day, cutting annual electricity-related CO₂ emissions by over 60,000 kWh's worth.
- VFD installation in the humidification plant: Fitting variable-frequency drives on humidifier blowers delivered 5,11,000 kWh of annual power savings, avoiding roughly 419 tons of CO₂ emissions.
- Automatic flush-valve in the comber machine: Automating the comber's suction-pressure valve prevented unnecessary purge air, saving 73,000 kWh per year and cutting about 60 tons of CO₂.



¹⁴ The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁵ The above calculations as per the updated emission factors provided in the CO₂ Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

¹⁶ The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁷ The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



- Roving stop-motion on ring-frame machines: Adding stop-motion sensors prevented roving waste, saving 54,750 kWh annually and avoiding nearly 45 tons of CO₂ emissions.
- Reduction in UKG (unit kilo-gram consumption): Optimizing spindle energy consumption from 3.2 UKG to 3.0 UKG yielded 2,35,420 kWh of annual power savings and cut approximately 193 tons of CO₂.
- 150 kW solar-rooftop installation: Integrating rooftop photovoltaics generates 2,03,081 kWh per year of renewable energy, offsetting an estimated 166 tons of CO₂ that would otherwise come from grid electricity.

9. Provide details related to waste management by the entity, in the following format¹⁸ :

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)**		
Plastic waste (A)	192.24	155.56
E-waste (B)	2.32	0.43
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.66
Radioactive waste (F)	0.00	0.00
Other Hazardous waste		
ETP Sludge	722.94	1,099.05
HCL Waste Acid	1,984.11	1,013.82
Spent Acid	421.75	429.00
Waste Oil	5.67	2.45
MEE Salt	498.07	854.68
Waste Paint	0.91	1.12
Used Oil Scraps	0.61	0.00
Plastic Drum Cans	13.08	0.00
Carbide Scrap	0.02	0.00
Other Non-hazardous waste generated (H)		
Aluminium punching scrap	961.14	44.12
Aluminium Scrap	0.00	0.00
Aluminium Structure Scrap	0.00	0.17
Aluminium turning scrap	106.12	0.00
Brass Scrap	2.02	0.61
Bearing	0.53	0.61
Boiler Ash	435.73	401.83
Coal Ash	331.18	293.36
Copper Scrap	2.11	3.15
Cotton Fabric Chindi	84.26	102.87
Cotton waste	2,389.01	2,821.10
Electrical Scrap	1.39	2.25

¹⁸ The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122



Parameter	FY 2024-25	FY 2023-24
Grinding Wheel	0.32	0.27
HPPE/Goni Scrap	16.71	0.00
MS Scrap	6,192.53	5,717.68
MS attached Aluminium Casting Scrap	0.00	0.30
MS beed scrap	151.12	131.53
MS Black rejected pipe scrap	108.41	46.91
MS forging scrap	511.90	298.82
MS Hackshaw Turning Scrap	64.91	43.70
MS HR coil side cheera scrap	733.31	423.64
MS HR hard punching scrap	2,926.73	2,473.20
MS HR Patta Scrap	31.82	16.00
MS HR rejected slits scrap	125.08	191.38
MS Mix fabricated cutting scrap	417.01	521.29
MS mix scrap	112.21	53.82
MS turning scrap	85.72	82.84
Paper/Corrugated Boxes	86.51	91.37
Paper cones tubes scrap	62.36	0.00
Plywood Scrap	0.68	13.27
Poly Scraps	53.87	0.00
Rejected Cross brace GI Pipe Scrap	0.00	1.66
Rejected H Frame Scrap	0.00	13.56
Rejected MS cutter scrap	0.00	0.24
Rejected props scrap	3.80	5.50
Rubber Scrap	23.97	21.82
S.S. Scarp	21.97	34.28
Tin Scraps	55.38	44.90
Used Oil	0.61	1.80
Old Colour coated metal sheet	18.55	0.00
Total (A+B + C + D + E + F + G + H)	19,960.67	17,456.58
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) – MT/Rupees	0.00000095	0.0000011
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)¹⁹ (Total waste generated / Revenue from operations adjusted for PPP) – MT/USD	0.000020	0.000024
Waste intensity in terms of physical output* ²⁰	0.42	0.31
Waste intensity (optional) - the relevant metric may be selected by the entity – MT/employee	16.29	13.69

¹⁹ The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

²⁰ The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



Parameter	FY 2024-25	FY 2023-24
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste- Plastic, E-waste and Non-hazardous waste, Hazardous waste		
(i) Recycled	15,559.71	13,361.24
(ii) Re-used - Spent Oil and Used oil	427.42	431.45
(iii) Other recovery operations - HPPE/Goni, Paper Cone/Tubes, Used Oil Scraps, Coal Ash , Boiler ash for Bricks manufacturing	767.52	695.18
Total	16,754.65	14,487.87
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Construction and Demolition waste, Hazardous and Non-Hazardous waste		
(i) Incineration - ETP Sludge	4.23	13.67
(ii) Landfilling - MEE salt and ETP Sludge	3,201.80	2,955.00
(iii) Other disposal operations	-	-
Total	3,206.03	2,968.67

*Production output has been taken of all the units except Drum for FY 23-24 and FY 24-25.

**The Company has improved its waste quantification practices as compared to the last year, hence a significant difference in numbers can be seen in the table above.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

An external review or analysis has not been conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes

In accordance with the Environment Protection Act of 1986 and applicable regulatory standards, our organization has established a robust waste management system. This encompasses the proper classification, safe handling, and environmentally responsible collection, storage, and disposal of all waste types, with particular attention to hazardous and toxic materials.

We have taken active steps to reduce hazardous waste generation at the source by eliminating harmful chemicals and incorporating eco-friendly alternatives into our operations and product development. Additionally, all scrap and waste materials are sold exclusively to vendors authorized by MPCB and DISH, while hazardous waste is directed to Mumbai Waste Management for safe disposal.

This integrated strategy not only ensures compliance with all environmental and legal requirements but also highlights our ongoing commitment to sustainability and responsible environmental practices.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/ offices	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
The Company is not currently operating in ecologically sensitive areas.			



12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable.					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
Yes, the Company is compliant with the applicable environmental laws/ regulations/ guidelines in India. There were no material non-compliances reported by the Company in the financial year.				

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	The Company's operations are located in regions where water stress is not a prevailing concern.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		



Parameter	FY 2024-25	FY 2023-24
(i) Into Surface water	The Company's operations are located in regions where water stress is not a prevailing concern.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

The Scope 3 calculations are solely based on the data of waste generation, disposal and recovery for the financial year 23-24 and 24-25.

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) – Limited	<i>Metric tonnes of CO₂ equivalent</i>	1,791.57	1,647.67
Total Scope 3 emissions per rupee of turnover	<i>Metric tonnes of CO₂ Equivalent/ Rupees</i>	0.000000086	0.00000010
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	<i>Metric tonnes of CO₂ Equivalent/ Employees</i>	1.46	1.29

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.



3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

The Company is not currently operating in ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Boiler furnace modification (8 T)	Modified the furnace of the 8 T steam boiler to match actual maximum steam demand (4,500 kg/h) by resizing burner and chamber geometry.	As a result of the modification, coal consumption decreased by 1,77,840 kg annually and power usage fell by 12,480 kWh per year.
2	Air-compressor flow control	Installed a 24 VDC solenoid valve to isolate air supply to the photo-cell cleaning line when equipment is offline, replacing the previous continuous purge.	Following installation, air wastage dropped by approximately 15,811 cfm each month, equivalent to 3,162 kWh of compressed-air energy per month (37,944 kWh per year).
3	VFD on 4 T boiler ID-fan	Fitted a variable-frequency drive to the induced-draft fan of the 4 T boiler, enabling the fan to modulate speed to actual flue-gas flow instead of running at full speed continuously.	After commissioning the VFD, daily power consumption of the ID fan dropped from 575 kWh to 380 kWh. Over a year, this reduction of 195 kWh per day amounts to 60,840 kWh saved, corresponding to annual cost savings of ₹5,31,741 at the prevailing rate of ₹8.74/kWh.
4	Magnetic seam-locator on inspection station	Fitted a magnetic-seam detector at the fabric-inspection station to guide operators directly to the sample-cut location, preventing random cuts that previously created multiple holes.	The seam-locator has cut inspection setup time by roughly 40 %, saving each operator an average of five minutes per sample, and has reduced material wastage by eliminating unnecessary cuts. This has improved throughput and lowered scrap rates by 8 %.
5	Controlled moisture addition post-compaction	Relocated the WEKO moisture-addition unit to the delivery end of the compactor, enabling a controlled 5–10 % moisture pickup in the fabric instead of the previous zero-moisture condition.	After repositioning the moisture-addition unit, fabric weight remained within ± 0.5 % of target, reducing off-grade rejects by 15 % and cutting scrap generation accordingly, thereby conserving raw materials, minimizing energy and water use for reprocessing, and reducing landfill-bound textile waste.
6	VFD installation in humidification plant	Installed a Variable Frequency Drive on the humidification plant's blower to optimise motor speed according to actual humidity requirements.	The VFD installation delivered annual energy savings of 5,11,000 kWh, cost savings of ₹30.66 lakhs, and avoided approximately 419.02 tons of CO ₂ emissions, strengthening the Company's greenhouse-gas reduction efforts.



Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
7	Automatic flush-valve in comber machine	Fitted an automatic timed-flush valve on the comber machine suction line to control cleaning cycles, replacing manual flush procedures.	This measure saved 73,000 kWh annually and prevented 59.86 tons of CO ₂ emissions, while improving machine uptime and suction consistency.
8	Roving stop-motion provision in ring-frame machines	Installed roving stop-motion sensors on ring-frame machines to automatically halt production on sliver break, reducing waste and ring repairs.	Waste yarn was reduced by 54,750 kWh worth of energy per year, and 44.895 tons of CO ₂ emissions were avoided, delivering both quality and environmental benefits.
9	UKG reduction from 3.2 to 3.0	Optimised ring-frame settings and drafting parameters to lower yarn Uster Class (UKG) from 3.2 to 3.0.	The reduction yielded annual energy savings of 2,35,420 kWh and avoided 193 tons of CO ₂ emissions, while enhancing yarn uniformity and reducing downstream downtime.
10	150 kW solar rooftop installation	Commissioned a 150 kW grid-tied solar photovoltaic rooftop system at the Amravati facility.	The solar installation generates 2,03,081 kWh per year while avoiding 166 tons of CO ₂ emissions.

*The information provided above pertains solely to the initiatives undertaken by the Textile Division at Murbad and Amravati.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Company has established a comprehensive safety policy integral to its Business Continuity Plan, ensuring operational continuity and brand protection. A structured Risk Policy identifies and mitigates potential disruptions, including supply chain risks, through preventive and contingency measures. The Emergency Evacuation Plan, supported by biannual drills and fire safety training using the P.A.S.S. method, enhances preparedness. Currently, critical data is manually backed up monthly to off-site storage. The Company is upgrading to an automated backup system, expected to be operational within 15–20 days, which will improve data security and further strengthen operational resilience against disruptions.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

The Company has not implemented any specific mitigation or adaptation measures to date, as no significant environmental or climate-related impacts have been observed within its operations. However, the Company remains vigilant and committed to monitoring potential risks, and is prepared to adopt appropriate measures should the need arise in the future.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

The Company has not implemented any specific mitigation or adaptation measures to date, as no significant environmental or climate-related impacts have been observed within its operations.

8. How many Green Credits have been generated or procured²¹:

a. By the listed entity – Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners - Nil

²¹ The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

PRINCIPLE 7

BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT





PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent



Essential Indicators

1. a) **Number of affiliations with trade and industry chambers/ associations.**

The Company is affiliated with ten industry chambers or associations.

- b) **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**



S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Export Organisations	National
2	The Council of EU Chambers of Commerce	National
3	Confederation of Indian Textile Industry	National
4	Steel Drum Association of India	National
5	Cotton Association of India	National
6	The Cotton Textile Export Promotional Council	National
7	Federation of Import and Export Organisation	National
8	Apparel Export Promotion Council	National
9	Engineering Export Promotion Council	National
10	Bombay Textile Research Association	State

2. **Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities**

Name of authority	Brief of the case	Corrective action taken
	Nil	

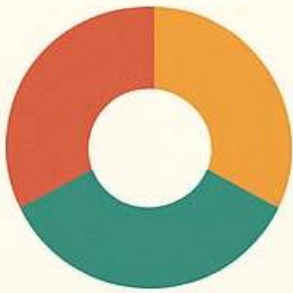
Leadership Indicators

1. **Details of public policy positions advocated by the entity:**

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
<p>The Company engages with its peers through participation in various industry associations, taking a leadership role on matters of mutual interest. This collaborative approach enables the Company to contribute to industry-wide dialogue, advocate for shared priorities, and promote the adoption of best practices across the sector.</p>					

PRINCIPLE 8

**BUSINESSES SHOULD
PROMOTE INCLUSIVE
GROWTH AND
EQUITABLE DEVELOPMENT**





PRINCIPLE 8: Businesses should promote inclusive growth and equitable development



Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community

The Company is dedicated to fostering a culture of transparency and open communication with the local community. An open-door policy has been adopted to encourage residents to actively engage with the organization and share their concerns, suggestions, or grievances related to its operations. Community members are welcome to reach out directly to the Human Resources department or the Factory Head, ensuring that their voices are heard and appropriately addressed. This approach reflects the Company's commitment to building strong, respectful, and mutually beneficial relationships with the communities in which it operates.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	1.91	4.09
Directly from within India	100.00	100.00

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost²²

Location	FY 2024-25	FY 2023-24
Rural	0.00	0.00
Semi-Urban	0.00	0.00
Urban	72.59	72.88
Metropolitan	27.41	27.12

²² The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.



Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Nil	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No	State	Aspirational District	Amount spent (In INR)
Nil			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

While the Company does not currently have a formal preferential procurement policy, it remains committed to inclusive and responsible business practices.

- (b) From which marginalized /vulnerable groups do you procure?

At present, the Company has not formalized a policy specifically focused on procurement from marginalized or vulnerable groups.

- (c) What percentage of total procurement (by value) does it constitute?

Currently, the Company does not have a formal policy for procurement from marginalized or vulnerable groups.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis calculating benefit share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	CSR with IIT Mumbai	The Company is in the process of establishing the 'Technocraft Centre for Applied Artificial Intelligence' (TCA2I), a research facility aimed at enhancing collaboration between industry and academia in the field of applied AI. This initiative,	Not ascertainable



S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
2	iTIC Foundation, IIT Hyderabad Technology Incubation Center	Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by Central Government or State Government or Public Sector Undertaking or any agency of the Central Government or State Government	Not ascertainable
3	Shanti Seva Nidhi, Technical Education Center	<p>Vocational Training Center (VTC) will offer specialized technical education to students through structured diploma and post-diploma programs. The center aims to bridge the skills gap by providing employable skills and practical experience to young talent, making them industry ready.</p> <p>VTC will offer a Diploma in Tool and Die Making, Diploma in Mechatronics, Post-Diploma in Tool Design etc. These programs align with the industry demand for skilled labor in sectors such as manufacturing, automation, and design, thus promoting socio-economic development.</p>	Not ascertainable

PRINCIPLE 9

BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER





PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner



Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Customer satisfaction is a top priority for the Company. It is committed to addressing inquiries and concerns swiftly and transparently. With a robust monitoring system in place, the Company efficiently manages and resolves customer complaints and feedback. The Company strives to offer thorough and effective solutions, ensuring a positive experience for all consumers.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	FY 2024-25			FY 2023-24		
	Received during the Year	Pending resolution at end of year	Remarks	Received during the Year	Pending resolution at end of year	Remarks
Data Privacy	Nil			Nil		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
Total						

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy

Yes, the Company has a privacy policy in place, which is available on the intranet. This policy outlines how the Company collects, uses, and protects personal information, ensuring compliance with relevant privacy laws and safeguarding the interests of all stakeholders.



6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

Not applicable, as there were no such incidents during the year.

7. **Provide the following information relating to data breaches:**

a. **Number of instances of data breaches**

NIL, there have not been any such instances during the reporting period

b. **Percentage of data breaches involving personally identifiable information of customers²³**

NIL, there have not been any such instances during the reporting period.

c. **Impact, if any, of the data breaches**

Not Applicable

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Information about The Company's products can be found on its website at www.technocraftgroup.com.

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

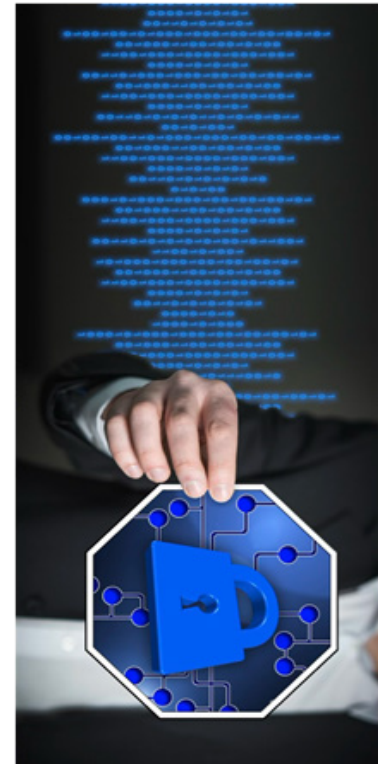
The majority of the Company's products are sold to B2B customers and are labelled with environmental safety logos in compliance with legal requirements. Furthermore, these products provide clear instructions on safe disposal or recycling, ensuring responsible end-of-life management.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

The Company is not classified as an essential service provider. However, in the event of any operational shutdown, the Company ensures timely communication with regulatory authorities and consumers, using appropriate channels to inform all relevant parties.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

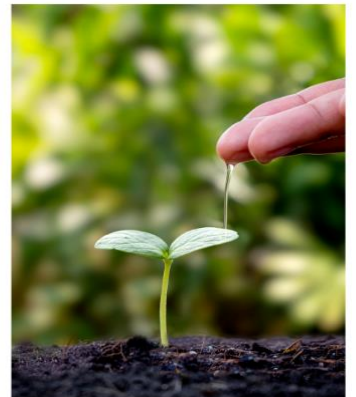
The Company adheres to all statutory display requirements as mandated by applicable laws. Operating within the B2B sector, it actively collects feedback from distributors to ensure alignment with industry standards and to continuously improve its products and services.



²³ The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



SUSTAINABLE DEVELOPMENT GOALS



TECHNOCRAFT
INDUSTRIES INDIA LTD.



SDG 4: QUALITY EDUCATION

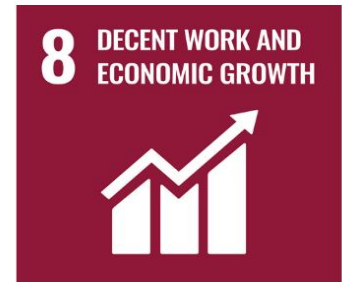
- The Company contributed to the iTIC Foundation, IIT Hyderabad Technology Incubation Center, supporting research and development projects in science, technology, engineering, and medicine. This initiative promotes quality education and innovation in technical fields, enhancing learning opportunities and fostering scientific advancement.
- Through the Shanti Seva Nidhi Technical Education Center, the Company supported Vocational Training Programs aimed at providing technical education and practical experience to students. These programs, structured as diploma and post-diploma courses, equip young talent with employable skills, bridging the skills gap and improving access to quality education.
- The Wonder Lab Science and Mathematics Workshop at Murbad, held by the NTTF Training Centre, introduced 50 high school students to science and mathematics through hands-on experiences with scientific toys and 3D geometric models, fostering curiosity and practical understanding in STEM education.



SDG 6: CLEAN WATER & SANITATION



- The Company has implemented a Zero Liquid Discharge (ZLD) mechanism in all its units, ensuring that wastewater is treated and recycled back into the system, resulting in zero discharge of pollutants into the environment.



SDG 8: DECENT WORK & ECONOMIC GROWTH

- The Shanti Seva Nidhi Technical Education Center equips students with vocational skills and technical expertise, aligning their capabilities with industry standards and enhancing their employability. This initiative contributes to sustainable economic growth by preparing a skilled workforce ready for industry demands.



7 AFFORDABLE AND CLEAN ENERGY



SDG 7: AFFORDABLE & CLEAN ENERGY



- The Company (in Textile Division) undertook modifications in its 8 Ton Boiler Furnace to match the steam requirement of 4500 kg/hour, leading to significant reductions in coal consumption and power consumption, resulting in substantial annual savings in energy costs.
- An Air Compressor Power Saving Project was implemented (in Textile Division) by fixing a 24 VDC solenoid valve, ensuring air flow only during machine operation. This change reduced air wastage and saved 37,944 KWH/year, contributing to energy efficiency.
- The installation of a Variable Frequency Drive (VFD) in the 4 Ton Boiler ID fan (in Textile Division) enabled controlled speed of the blower, reducing daily power consumption, resulting in annual savings of 60,840 KWH. These measures support affordable and clean energy initiatives by optimizing energy usage.
- The Company implemented Variable Frequency Drive (VFD) Installation in the humidification plant (in Textile Division), resulting in power savings of 511,000 units and the avoidance of 419.02 tons of CO₂ emissions.
- Automatic Flush Valve Installation in the comber machine (in Textile Division) led to energy savings of 73,000 units and a reduction of 59.86 tons of CO₂ emissions.
- The Roving Stop Motion Provision in the Ring Frame machine (in Textile Division) achieved power savings of 54,750 units and avoided 44.895 tons of CO₂ emissions.



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



SDG 9: INDUSTRY, INNOVATION & INFRASTRUCTURE



- The Company successfully executed a local development of an operating display for the LAFER Compactor Machine (n Textile Division), replacing an imported part with a locally engineered solution. This reflects a commitment to innovation, cost reduction, and local supplier development.
- In the Fabric Slitting Machine, the Company (in Textile Division) engineered an in-house solution to replace a faulty imported photo reflective sensor with a waterproof, locally available sensor, eliminating breakdowns and enhancing machine reliability.
- For the Mayer & cie machine (Model no. S4 3.2 II), the Company (in Textile Division) innovated by adding a 24VAC, 60W fabric lamp to detect defects during machine operation, ensuring quality control during production.
- To optimize sampling, the Company (in Textile Division) fixed a magnetic seam detector system in the machine, enabling operators to identify sample locations easily, reducing unnecessary fabric cuts and improving overall fabric quality.
- Modifications in the WEKO (Moisture adding) unit (in Textile Division) to adjust its position at the delivery end after compaction allowed for controlled moisture addition (5–10%) to the finished fabrics, minimizing weight loss and enhancing product quality.
- The Company (in Textile Division) invested in Variable Frequency Drives (VFDs), Automatic Flush Valves, Roving Stop Motion Technology, Uster Quantum Clearers, and Flat Shoes Milling Device (EMS 150). These investments enhanced energy

10 REDUCED
INEQUALITIES





12 RESPONSIBLE CONSUMPTION AND PRODUCTION



SDG 12: RESPONSIBLE CONSUMPTION & PRODUCTION



- Through energy conservation measures (in Textile Division) such as boiler modifications, air compressor optimizations, and VFD installations, the Company demonstrated responsible consumption of energy resources, reducing its carbon footprint and supporting sustainable production processes.
- The Company's technology absorption initiatives (in Textile Division) in localizing machine parts, sensor replacements, and quality control enhancements reflect a commitment to minimizing waste, optimizing production efficiency, and reducing dependency on imported components.
- Through the installation of Variable Frequency Drives, Flush Valves, and Roving Stop Motion Technology (in Textile Division), the Company has optimized resource usage, minimized waste, and improved energy efficiency.
- The Solar Rooftop Installation (in Textile Division) promotes clean energy generation, contributing to responsible production by reducing reliance on non-renewable energy sources.
- By optimizing relative humidity and temperature and reducing defects through Quantum Contamination Optic Clearers (in Textile Division), the Company enhances material efficiency, reduces waste, and ensures sustainable production practices.
- The Company's Zero Liquid Discharge initiative emphasizes responsible consumption of water resources by recycling 100% of its wastewater.



SDG 13: CLIMATE ACTION

- The Company (in Textile Division) undertook modifications in its 8 Ton Boiler Furnace to match the steam requirement of 4500 kg/hour, leading to significant reductions in coal consumption and power consumption, resulting in substantial annual savings in energy costs.
- An Air Compressor Power Saving Project (in Textile Division) was implemented by fixing a 24 VDC solenoid valve, ensuring air flow only during machine operation. This change reduced air wastage and saved 37,944 KWH/year, contributing to energy efficiency.
- The installation of a Variable Frequency Drive (VFD) in the 4 Ton Boiler ID fan (in Textile Division) enabled controlled speed of the blower, reducing daily power consumption, resulting in annual savings of 60,840 KWH.
- The energy conservation measures adopted by the Company (in Textile Division), including VFD installations, Flush Valve automation, Roving Stop Motion, and Solar Rooftop installations, collectively avoided 717 tons of CO2 emissions annually, demonstrating the Company's proactive role in mitigating climate change.
- The ZLD mechanism helps in mitigating climate impact by reducing water wastage and preventing the contamination of natural water bodies. By maintaining a closed water cycle, the Company actively reduces its environmental footprint, supporting broader climate action initiatives.



17 PARTNERSHIPS FOR THE GOALS



SDG 17: PARTNERSHIP FOR GOALS



- The Company engaged with Japanese manufacturers and industry leaders during Tokyo Pack 2024, building international partnerships aimed at elevating global packaging standards and promoting sustainable industry practices.
- At Fachpack 2024, the Company interacted with European manufacturers and new potential clients, fostering collaborations that support sustainable packaging innovations and strengthen global supply chains.
- During Chemexpo/Chemprotech India Expo 2024, the Company connected with Indian manufacturers and end-users, enhancing local partnerships and contributing to sustainable growth within India's industrial sectors.
- By hosting the Dinner for Global Customers at the AOSD Conference in Korea, the Company strengthened global relationships and enabled cross-border collaboration, supporting development through international cooperation.
- By partnering with NTT Training Centre for the Wonder Lab Science and Mathematics Workshop, the Company contributed to building educational capacity and promoting scientific learning through hands-on experience, reinforcing the value of collaborative efforts in community development.
- The Company is associated with the following trade and industry chambers/associations:
 - Confederation of Indian Export Organisations
 - The Council of EU Chamber of Commerce
 - Confederation of Indian Textile Industry
 - Steel Drum Association of India
 - Cotton Association of India
 - The Cotton Textile Export Promotional Council
 - Bombay Textile Research Association



Abbreviations used²⁴

Sr. No.	Particulars
1.	ESG: Environmental, Social and Governance
2.	SDG: Sustainable Development Goals
3.	SASB: Sustainability Accounting Standards Board
4.	GRI: Global Reporting Initiative
5.	SEBI: Securities and Exchange Board of India
6.	BRSR: Business Responsibility & Sustainability Reporting
7.	ISSB : International Sustainability Standards Board

ANNEXURE I – Global Best Practices & ESG Journey of the Organization

Alignment of BRSR Sections A & B²⁵

Section A of BRSR : General Disclosures Alignment with GRI	
1.	No direct linkage
2.	GRI 2: General Disclosures 2021 GRI 2-1: Organizational details
3.	No direct linkage
4.	No direct linkage
5.	GRI 2: General Disclosures 2021 GRI 2-1: Organizational details
6.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
7.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
8.	No direct linkage
9.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
10.	No direct linkage
11.	No direct linkage
12.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
13.	GRI 2: General Disclosures 2021 GRI 2-2: Entities included in the organization's sustainability reporting
14.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
15.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
16.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
17.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships

²⁴ Global Reporting Initiative, GRITM and logo and GRI Sustainability Reporting Standards (GRI Standards) and logo are Intellectual Property of Stichting Global Reporting Initiative. The ISSBTM, IFRSTM, SASBTM and International Financial Reporting Standards are registered trademarks of the IFRS Foundation. SDG Logo, the SDG Wheel and any of the 17 UNSDGTM icons are Intellectual Property of United Nations

²⁵https://www.globalreporting.org/media/ioqnxtnx/sebi_brsb_gri_linkage_doc.pdf



18.	GRI 2: General Disclosures 2021 GRI 2-7: Employees GRI 2-8 Workers who are not employees
19.	GRI 405: Diversity and Equal Opportunity 2016 GRI 405-1 Diversity of governance bodies and employees
20.	GRI 401: Employment 2016 GRI 401-1: New employee hires and employee turnover
21.	GRI 2: General Disclosures 2021 GRI 2-2: Entities included in the organization's sustainability reporting
22.	GRI 201: Economic Performance 2016 GRI 201-1: Direct economic value generated and distributed
23.	GRI 2: General Disclosures 2021 GRI 2-25: Processes to remediate negative impacts
24.	GRI 3: Material Topics 2021 GRI 3-1: Process to determine material topics GRI 3-2: List of material topics GRI 3-3: Management of material topics a. describe
Section B: Management and Process disclosures	
1.	GRI 2: General Disclosures 2021 GRI 2-23: Policy commitments
2.	GRI 2: General Disclosures 2021 (e) 2-24: Embedding policy commitments
3.	GRI 2: General Disclosures 2021 (e) 2-24: Embedding policy commitments
4.	No direct linkage
5.	GRI 3: Material Topics 2021 GRI 3-3 Management of material topics
6.	GRI 3: Material Topics 2021 GRI 3-3 Management of material topics
7.	GRI 2: General Disclosures 2021 GRI 2-22: Statement on sustainable development strategy
8.	GRI 2: General Disclosures 2021 GRI 2-13: Delegation of responsibility for managing impacts
9.	GRI 2: General Disclosures GRI 2-9: Governance structure and composition
10.	No direct linkage
11.	GRI 2: General Disclosures 2021 GRI 2-5: External assurance
12.	No direct linkage

Alignment of BRSR Section C²⁶

²⁶ https://www.globalreporting.org/media/ioqnxmtmx/sebi_brsb_gri_linkage_doc.pdf



BRSR	GRI	SDG
<p>PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable – ESSENTIAL INDICATORS</p>	<p>GRI 2: General Disclosures 2021 - GRI 2-17: Collective knowledge of the highest governance body GRI 2-23: Policy commitments GRI 2-25: Processes to remediate negative impacts GRI 2-27: Compliance with laws and regulations GRI 3: Disclosures on material topics GRI 3-3 - Management of material topics GRI 205 - Anti-corruption GRI 205-3: Confirmed incidents of corruption and actions taken</p>	<p>Goal 16 : Peace & Justice Strong Institutions Goal 17: Partnership for the goals</p>
<p>PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable – LEADERSHIP INDICATORS</p>	<p>GRI 2-10: Nomination and selection of the highest governance body GRI 2-15: Conflicts of interest GRI 2-24: Embedding policy commitments</p>	
<p>Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe – ESSENTIAL INDICATORS</p>	<p>GRI 301: Materials 2016 GRI 301-2: Recycled input materials used GRI 3: Management of Material Topics GRI 3-3: Management of material topics GRI 306-2 Management of significant waste-related impacts</p>	<p>Goal 6: Clean water and sanitation. Goal 7 : Affordable & Clean Energy Goal 10 : Reduced Inequality</p>
<p>Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe – LEADERSHIP INDICATORS</p>	<p>GRI 3: Disclosures on material topics GRI 3-3: Management of material topics GRI 301: Materials 2016 GRI 301-2: Recycled input materials used GRI 301-3: Reclaimed products and their packaging materials GRI 306-2: Management of significant waste-related impacts</p>	<p>Goal 12 : Responsible Consumption & Production Goal 13 : Climate Action</p>
<p>Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains – ESSENTIAL INDICATORS</p>	<p>GRI 201: Economic Performance 2016 GRI 201-1: Defined benefit plan obligations and other retirement plans GRI 2-25: Processes to remediate negative impacts GRI 2: General Disclosure 2021 GRI 2-30: Collective bargaining agreements GRI 3: Disclosures on material topics GRI 3-3: Management of material topics GRI 401: Employment 2016</p>	<p>Goal 3 : Good Health & Well Being Goal 4 : Quality Education Goal 5 : Gender Equality Goal 8 : Decent Work And Economic Growth Goal 11: Sustainable cities and communities. Goal 16 : Peace & Justice Strong Institutions</p>



BRSR	GRI	SDG
	<p>GRI 401-3: Parental leave</p> <p>GRI 403: Occupational Health and Safety 2018</p> <p>GRI 403-1: Occupational health and safety management system</p> <p>GRI 403-2: Hazard identification, risk assessment, and incident investigation</p> <p>GRI 403-5: Worker training on occupational health and safety</p> <p>GRI 403-6: Promotion of worker health</p> <p>GRI 403-9: Work-related injuries</p> <p>GRI 403-10: Work-related ill health</p> <p>GRI 404: Training and Education 2016</p> <p>GRI 404-1: Average hours of training per year per employee</p> <p>GRI 404-2: Programs for upgrading employee skills and transition assistance programs</p> <p>GRI 404-3: Percentage of employees receiving regular performance and career development reviews</p>	
<p>Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains – LEADERSHIP INDICATORS</p>	<p>GRI 404: Training and Education 2016</p> <p>GRI 404-2: Programs for upgrading employee skills and transition assistance programs</p> <p>GRI 3: Disclosures on material topics</p> <p>GRI 3-3: Management of material topics</p> <p>GRI 414: Supplier Social Assessment 2016</p> <p>GRI 414-2: Negative social impacts in the supply chain and actions taken</p>	
<p>Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders – ESSENTIAL INDICATORS</p>	<p>GRI 2: General Disclosures 2021</p> <p>GRI 2-29: Approach to stakeholder engagement</p> <p>GRI 3: Disclosures on material topics</p> <p>GRI 3-1: Process to determine material topics</p>	<p>Goal 9 : Industry, Innovation and Infrastructure</p> <p>Goal 11 : Sustainable Cities & Communities</p>
<p>Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders – LEADERSHIP INDICATORS</p>	<p>GRI 2: General Disclosures 2021</p> <p>GRI 2-12: Role of the highest governance body in overseeing the management of impacts</p> <p>GRI 2-13: Delegation of responsibility for managing impacts</p> <p>GRI 3: Disclosures on material topics</p> <p>GRI 3-1: Process to determine material topics</p> <p>GRI 2: General Disclosures 2021</p> <p>GRI 2-29: Approach to stakeholder engagement</p>	<p>Goal 16 : Peace & Justice Strong Institutions</p>



BRSR	GRI	SDG
<p>Principle 5 - Businesses should respect and promote human rights – ESSENTIAL INDICATORS</p>	<p>GRI 2: General Disclosures 2021</p> <p>GRI 2-13: Delegation of responsibility for managing impacts</p> <p>GRI 2-19 Remuneration policies a. describe the remuneration policies for members of the highest governance body and senior executives</p> <p>GRI 2-21 Annual total compensation ratio</p> <p>GRI 2-23 Policy commitments</p> <p>GRI 2-24: Embedding policy commitments</p> <p>GRI 2-25: Processes to remediate negative impacts</p> <p>GRI 3: Disclosures on material topics</p> <p>GRI 3-3 Management of material topics</p> <p>GRI 202: Market Presence 2016</p> <p>GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage</p> <p>GRI 205: Anti-Corruption 2016</p> <p>GRI 205-2 Communication and training about anti-corruption policies and procedures</p> <p>GRI 403: Occupational Health and Safety 2018</p> <p>GRI 403-5 Worker training on occupational health and safety</p> <p>GRI 404: Training and Education 2016</p> <p>GRI 404-1 Average hours of training per year per employee</p> <p>GRI 405: Diversity and Equal Opportunity 2016</p> <p>GRI 405-2 Ratio of basic salary and remuneration of women to men</p> <p>GRI 406: Non-discrimination 2016</p> <p>GRI 406-1 Incidents of discrimination and corrective actions taken</p> <p>GRI 410: Security Practices 2016</p> <p>GRI 410-1 Security personnel trained in human rights policies or procedures</p>	<p>Goal 5 : Gender Equality</p> <p>Goal 8 : Decent Work And Economic Growth</p> <p>Goal 16 : Peace & Justice Strong Institutions</p>
<p>Principle 5 - Businesses should respect and promote human rights – LEADERSHIP INDICATORS</p>	<p>GRI 2: General Disclosures 2021</p> <p>GRI 2-25 Processes to remediate negative impacts</p> <p>GRI 3: Material Topics 2021</p> <p>GRI 3-1: Process to determine material topics</p> <p>GRI 3-3: Management of material topics</p> <p>GRI 414: Supplier Social Assessment 2016</p> <p>GRI 414-1 New suppliers that were screened using social criteria</p> <p>GRI 414-2 Negative social impacts in the supply chain and actions taken</p>	



BRSR	GRI	SDG
Principle 6 - Businesses should respect and make efforts to protect and restore the environment – ESSENTIAL INDICATORS	GRI 302: Energy 2016 GRI 302-1 Energy consumption within the organization GRI 302-3: Energy intensity GRI 303: Water and Effluents 2018 GRI 303-1: Interactions with water as a shared resource GRI 303-3: Water withdrawal GRI 303-5: Water consumption GRI 304: Biodiversity 2016 GRI 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas GRI 305: Emissions 2016 GRI 305-1 Direct (Scope 1) GHG emissions GRI 305-2: Energy indirect (Scope 2) GHG emissions. GRI 305-4: GHG emissions intensity GRI 305-5: Reduction of GHG emissions GRI 305-7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions GRI 306: Waste 2020 GRI 306-2 Management of significant waste related impacts GRI 306-3 Waste generated GRI 306-5 Waste directed to disposal GRI 2: General Disclosures 2021 GRI 2-27 Compliance with laws and regulations GRI 3: Material Topics 2021 GRI 3-3 Management of material topics GRI 413: Local Communities GRI 413-1 Operations with local community engagement, impact assessments, and development programs	Goal 3 : Good Health & Well Being Goal 6 : Clean Water & Sanitation Goal 7 : Affordable & Clean Energy Goal 12 : Responsible Consumption & Production Goal 13 : Climate Action Goal 14: Life below water Goal 15 : Life on land
Principle 6 - Businesses should respect and make efforts to protect and restore the environment – LEADERSHIP INDICATORS	GRI 302: Energy 2016 GRI 302-1: Energy consumption within the organization GRI 303: Water and Effluents 2018 GRI 303-3 Water withdrawal GRI 303-4 Water discharge GRI 304: Biodiversity 2016 GRI 304-2 Significant impacts of activities, products and services on biodiversity GRI 304-3 Habitats protected or restored	



BRSR	GRI	SDG
	GRI 305: Emissions 2016 GRI 305-3 Other indirect (Scope 3) GHG emissions GRI 305-4 GHG emissions intensity GRI 308: Supplier Environmental Assessment 2016 GRI 308-1 New suppliers that were screened using environmental criteria	
Principle 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent – ESSENTIAL INDICATORS	GRI 308: Supplier Environmental Assessment 2016 GRI 308-1 New suppliers that were screened using environmental criteria GRI 308-2 Negative environmental impacts in the supply chain and actions taken GRI 3: Material Topics 2021, GRI 3-3 Management of material topics The organization shall report how it manages anti-competitive behaviour	Goal 2 : Zero Hunger Goal 7 : Affordable and clean energy Goal 10 : Reduced Inequality Goal 11 : Sustainable cities and communities Goal 13 : Climate action
Principle 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent – LEADERSHIP INDICATORS	GRI 2: General Disclosures 2021 GRI 2-28 Membership associations GRI 3: Material Topics 2021 GRI 3-3 Management of material topics The organization shall report how it manages anti-competitive behaviour GRI 415: Public Policy 2016	Goal 14 : Life below water Goal 15 : Life on land Goal 16 : Peace & Justice Strong Institutions Goal 17: Partnership for the goals
Principle 8 - Businesses should promote inclusive growth and equitable development – ESSENTIAL INDICATORS	GRI 2: General Disclosures 2021 GRI 2-25 Processes to remediate negative impacts GRI 3: Material Topics 2021 GRI 3-3 Management of material topics The organization shall report how it manages local communities GRI 204: Procurement Practices 2016 GRI 204-1 Proportion of spending on local suppliers GRI 413: Local Communities 2016 GRI 413-1 Operations with local community engagement, impact assessments, and development programs	Goal 2 : Zero Hunger Goal 4 : Quality Education Goal 5 : Gender Equality Goal 6 : Clean Water & Sanitation Goal 8 : Decent Work And Economic Growth Goal 9: Industry, Innovation and Communities. Goal 11: Sustainable cities and communities.
Principle 8 - Businesses should promote inclusive growth and equitable development – LEADERSHIP INDICATORS	GRI 3: Material Topics 2021 GRI 3-3 Management of material topics GRI 413: Local Communities 2016 GRI 413-1 Operations with local community engagement, impact assessments, and development programs	Goal 13 : Climate action Goal 14 : Life below water Goal 15 : Life on land Goal 16 : Peace & Justice Strong Institutions Goal 17 : Partnership for the goals



BRSR	GRI	SDG
Principle 9 - Businesses should engage with and provide value to their consumers in a responsible manner – ESSENTIAL INDICATORS	GRI 417: Marketing and Labeling 2016 GRI 417-1 Requirements for product and service information and labelling GRI 418: Customer Privacy 2016 GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data GRI 3: Material Topics 2021 GRI 3-3 Management of material topics	Goal 12 : Responsible Consumption & Production
Principle 9 - Businesses should engage with and provide value to their consumers in a responsible manner - LEADERSHIP INDICATORS	GRI 417: Marketing and Labelling 2016 GRI 417-1 Requirements for product and service information and labelling GRI 418: Customer Privacy 2016 GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data GRI 3: Material Topics 2021 GRI 3-3 Management of material topics	